

# Civil Rights Commission Budgets

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# Civil Rights Commission

## Mission Statement

The mission of the ICRC is to eliminate discrimination within the State of Iowa. The ICRC is a neutral law enforcement agency that fulfills its mission through timely and competent resolution of complaints as well as public education. A credible ICRC that enforces the ICRA ensures that Iowa has a diverse and inclusive workforce and a more welcoming business environment as well as ensuring that all Iowans have equal access to housing and services.

## Description

The purpose of the Iowa Civil Rights Commission is to provide access to opportunities for all Iowans in the areas of employment, education, housing, credit, and public accom-

modations through the promotion and enforcement of Iowa civil rights law. The Iowa Civil Rights Commission provides two main products: 1) It removes barriers to opportunities for all Iowans in the areas of employment, housing, credit, education, and public accommodations 2) It helps create an environment that supports diversity.

The mechanisms the Iowa Civil Rights Commission uses to provide these products are:

1) Enforcement through intake, screening, mediation, investigation, conciliation, and hearings; 2) Education; 3) Networking links and collaborative activities; 4) The Iowa Civil Rights Commission serves all the people of Iowa, including the parties to complaints and stakeholder, constituency groups.

## Performance Measures

Measure	FY 2016 Actuals Achieved	FY 2017 Current Year Budget Estimate Target	FY 2018 Total Department Request Target	FY 2018 Total Governor's Recommended Target	FY 2019 Total Department Request Target	FY 2019 Total Governor's Recommended Target
Average Number of Days to Complete Process for All Cases	235	300	300	300	300	300
Percent of Cases Accepted for Reimbursement by Fed Agencies	98	98	98	98	98	98
Percent of Cases Screened in Less than 120 Days	16	80	80	80	80	80

## Financial Summary

Object Category	FY 2016 Actuals	FY 2017 Current Year Budget Estimate	FY 2018 Total Department Request	FY 2018 Total Governor's Recommended	FY 2019 Total Department Request	FY 2019 Total Governor's Recommended
<b>Resources</b>						
State Appropriations	1,169,540	1,169,540	1,169,540	1,169,540	1,169,540	1,169,540
Receipts from Other Entities	1,286,306	1,387,663	1,434,266	1,434,266	1,458,396	1,458,396
Refunds & Reimbursements	28,328	30,000	30,000	30,000	30,000	30,000
Beginning Balance and Adjustments	0	4,742	65,797	0	22,631	0
<b>Total Resources</b>	<b>2,484,174</b>	<b>2,591,945</b>	<b>2,699,603</b>	<b>2,633,806</b>	<b>2,680,567</b>	<b>2,657,936</b>
<b>Expenditures</b>						
Personal Services	1,970,398	2,086,075	2,100,461	2,100,461	2,100,461	2,100,461
Travel & Subsistence	35,743	37,500	37,500	37,500	37,500	37,500
Supplies & Materials	62,884	61,311	61,325	61,325	61,325	61,325
Contractual Services and Transfers	402,019	404,059	474,686	431,520	474,686	455,650
Equipment & Repairs	3,581	2,000	2,000	2,000	2,000	2,000
Claims & Miscellaneous	66	1,000	1,000	1,000	1,000	1,000
Reversions	4,742	0	0	0	0	0
Balance Carry Forward	4,742	0	22,631	0	3,595	0
<b>Total Expenditures</b>	<b>2,484,174</b>	<b>2,591,945</b>	<b>2,699,603</b>	<b>2,633,806</b>	<b>2,680,567</b>	<b>2,657,936</b>
<b>Full Time Equivalents</b>						
	26	30	30	30	30	30

## Appropriations from General Fund

Appropriations	FY 2016 Actuals	FY 2017 Current Year Budget Estimate	FY 2018 Total Department Request	FY 2018 Total Governor's Recommended	FY 2019 Total Department Request	FY 2019 Total Governor's Recommended
Civil Rights Commission	1,169,540	1,169,540	1,169,540	1,169,540	1,169,540	1,169,540
<b>Total Civil Rights Commission</b>	<b>1,169,540</b>	<b>1,169,540</b>	<b>1,169,540</b>	<b>1,169,540</b>	<b>1,169,540</b>	<b>1,169,540</b>

## Appropriations Detail

### Civil Rights Commission

#### General Fund

#### Appropriation Description

The Iowa Civil Rights Commission (ICRC) is a law enforcement agency whose primary mission is to eliminate discrimination through enforcement of the Iowa Civil Rights Act (ICRA) through competent and timely processing of complaints received by the ICRC. Enforcement of the ICRA can only be achieved if the ICRC is staffed by a sufficient number of well trained, competent and accountable staff members or the equivalent of FY14 FTE levels.

ICRC provides a cost effective and accessible process that resolves discrimination complaints in the areas of employ-

ment, housing, public services (public accommodation), education, and credit. Complainants can file with or without an attorney; there are no costs for filing. To prevent discrimination, ICRC offers training, education, and community outreach.

An effective discrimination enforcement agency helps Iowa increase the pool of qualified workers, in turn insuring Iowa receives broad based economic contributions from all sectors of society and full benefits from a diverse, creative workforce. To attract and sustain a pool of highly skilled workers, our agency assists in the training of a culturally competent workforce. Our agency educates business and industry on discrimination laws and diversity issues to prevent problems and provide a more welcoming economic climate.

### Civil Rights Commission Financial Summary

Object Class	FY 2016 Actuals	FY 2017 Current Year Budget Estimate	FY 2018 Total Department Request	FY 2018 Total Governor's Recommended	FY 2019 Total Department Request	FY 2019 Total Governor's Recommended
Resources						
Balance Brought Forward (Approps)	0	4,742	65,797	0	22,631	0
Appropriation	1,169,540	1,169,540	1,169,540	1,169,540	1,169,540	1,169,540
Federal Support	1,285,782	1,387,663	1,434,266	1,434,266	1,458,396	1,458,396
Gov Fund Type Transfers - Other Agencies	524	0	0	0	0	0
Refunds & Reimbursements	28,328	30,000	30,000	30,000	30,000	30,000
Total Resources	2,484,174	2,591,945	2,699,603	2,633,806	2,680,567	2,657,936

## Civil Rights Commission Financial Summary (Continued)

Object Class	FY 2016 Actuals	FY 2017 Current Year Budget Estimate	FY 2018 Total Department Request	FY 2018 Total Governor's Recommended	FY 2019 Total Department Request	FY 2019 Total Governor's Recommended
Expenditures						
Personal Services-Salaries	1,970,398	2,086,075	2,100,461	2,100,461	2,100,461	2,100,461
Personal Travel In State	24,312	26,500	26,500	26,500	26,500	26,500
Personal Travel Out of State	11,431	11,000	11,000	11,000	11,000	11,000
Office Supplies	34,422	30,000	30,000	30,000	30,000	30,000
Equipment Maintenance Supplies	0	500	500	500	500	500
Other Supplies	0	500	500	500	500	500
Printing & Binding	3,006	1,000	1,000	1,000	1,000	1,000
Postage	25,456	29,311	29,325	29,325	29,325	29,325
Communications	19,272	20,000	20,000	20,000	20,000	20,000
Rentals	1,913	6,800	6,800	6,800	6,800	6,800
Professional & Scientific Services	1,473	1,000	1,000	1,000	1,000	1,000
Outside Services	36,806	53,240	87,528	87,528	87,528	87,528
Advertising & Publicity	4,628	18,000	25,000	25,000	25,000	25,000
Outside Repairs/Service	0	1,000	1,000	1,000	1,000	1,000
Reimbursement to Other Agencies	73,612	67,358	67,358	67,358	67,358	67,358
ITS Reimbursements	66,777	70,742	66,000	66,000	66,000	66,000
Gov Fund Type Transfers - Attorney General Services	93,323	90,000	100,000	100,000	100,000	100,000
Gov Fund Type Transfers - Auditor of State Services	361	0	0	0	0	0
Gov Fund Type Transfers - Other Agencies Services	103,854	75,919	100,000	56,834	100,000	80,964
Equipment - Non-Inventory	3,581	2,000	2,000	2,000	2,000	2,000
Other Expense & Obligations	66	1,000	1,000	1,000	1,000	1,000
Balance Carry Forward (Approps)	4,742	0	22,631	0	3,595	0
Reversions	4,742	0	0	0	0	0
Total Expenditures	2,484,174	2,591,945	2,699,603	2,633,806	2,680,567	2,657,936